CULTURAL IDENTITY ISSUES IN CONFLICT RESOLUTION

Distinguishing Identity- Based Conflict from Resource Based Conflict

A workshop for experienced mediators with

Meghan Clarke
Program Manager, The ARIA GROUP, Project Design and Implementation for Community Reconciliation Projects. M.A. degree, American University School of International Service, International Relations with focus on Applied Conflict Resolution.

November 16-17, 2006

THE DISPUTE RESOLUTION CENTER
110 N. Fourth Ave., Suite 100
Ann Arbor, MI 48104

WORKSHOP RATIONALE
The ARIA Group will interactively present and illustrate methods for peace seeking and collaboration in conflicts involving issues of identity-based diversity: religious, ethnic, racial, gender and cultural differences.

CONCEPTUAL BACKGROUND
The **ARIA** method will help you to lead parties through a process of learning to surface **A**ntagonism safely, find shared **R**esonance, **I**nvent creative options, and plan **A**ction.

Jay Rothman, President, The ARIA GROUP
Internationally recognized author, teacher and mediator of cultural conflicts ranging from Israelis and Palestinians, Greeks and Turks in Cyprus, ANC leaders in South Africa, police and African Americans in Ohio, Tamils and Sinhalese in Sri Lanka, school communities, fishermen, and environmentalists.

"Based in the national, organizational, and community groups that provide individuals with meaning, safety, and dignity, identity conflicts are passionate and volatile because they strike at our core: who we really are and what we care about most deeply. Though often impervious to traditional methods of conflict management, identity-based conflict management also provides adversaries with dynamic opportunities for finding not only common ground, but higher ground than either party could have found on its own."   From *Resolving Identity Based Conflicts in Nations, Organizations and Communities*, by Jay Rothman, Jossey-Bass, 1997.   See also: http://www.ariagroup.com

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COURSE SCHEDULE

DAY ONE (9:00 A.M. - 5:00 P.M.)
Fostering Creativity by Engaging Identity-Based Conflict: An Interactive Workshop
Participants will:
- Explore an identity-frame of conflict and strategies for creatively engaging such conflicts, using a case study from their professional work.
- Apply the first steps of the ARIA model to a case study of identity conflict that has significant public policy implications.

DAY TWO (9:00 A.M. - 4:00 P.M.)
Envisioning the Future and Forging Collaboration
Participants will build on the first day's diagnostic and engagement work and:
- Focus on the last steps of the ARIA model.
- Participate in a visioning workshop to design ways to forge large-scale collaboration that translates ideals into practical, policy-oriented change.
- Explore tools and concepts participants might adapt for their own work.

REGISTRATION:*
Online at www.mimediation.org or call The Dispute Resolution Center 734.222.3745

FEE: $250

*Approved by the State Court Administrative Office as advanced mediator training for Court Roster Mediators.